



US Army Corps
of Engineers®

Essayons

November 1, 1998

Command Assistance Visit

A Command Assistance Visit (CAV) Team of 11 from HQ United States Army Corps of Engineers visited the Division Headquarters September 23 and 24. The In-Brief on September 24th included a Command Overview, Open Inspection Issues, Implementation of a Business Center, Program/Project Management, Quality Assurance, and Sub-Contracting Plan compliance.

That afternoon Maj. Gen. Al Genetti went on a boat tour of New York Harbor accompanied by others present that day.

A ceremonial awards dinner was held on the evening of September 23rd. Severson Environmental received the Safe Contractor of the Year award for 1997. Four guests from Severson were presented the awards for their efforts to maintain a clean environment and safe workplace. The awardees included Mr. Larry Elia, Vice President of Severson Environmental, Dr. Paul Hitcho, Vice President for Safety and Health, Mr. Al LaGreca, Vice President, and Mr. David Herwig, PRAC Program Manager.

Visitors included Maj. Gen. Albert Genetti, Jr., Chief of Staff, Major David Press, Dwight Peranek, Military Programs, Colonel Edward Hutchinson, LTC Carl D. Owens, Larry Robinson, Logistics, and Major Davis Press. LTC Debra Lewis, Commander NAP helped in award presentations. LTC Evans attended to represent the Engineer Inspector General. Three foreign guests, Colonel Helmut Ganser, German Embassy to the UN, Military Liaison Officer LTC Wolfgang Hirsch, UN Peacekeeping Force, German Engineer Officer, and Colonel Tahsin Tank, Turkish Embassy to the UN, Military Liaison Officer were introduced by Maj. Gen. Sinn at the dinner.

CAV findings were outbriefed by Maj. Gen. Genetti on September 24, 1998. Specific recommendations will be provide by HQUSACE staff in the near future.

NAD Consolidated/Realignment

A consolidated/realignment of some North Atlantic Division HQ Resource Management and Programs Management functions started October 1. Some tasks will be reassigned within the areas of budget, finance and accounting, and plans, programs and analyses & evaluation/management. The transition should be completed by January 1, 1999.

New England District Military Construction

Maj. Gen. Sinn transferred all military funded work and installation support activities of the six New England states to the New England District.

Europe Districts Adds SFO to Menu

Europe District is developing a Support for Others capability for the Corps through its Regional Outreach Office. Recent initiatives include infrastructure interoperability assessments for Poland, the Czech Republic and Hungary. The Regional Outreach Office actively supports the South-East Balkans Environmental Security Assessment, Central European Petroleum Stock Study, the Ukraine, the Live Fire Training Area, the Poland Environmental Clean up Assessment of Military Installations, and the Supsa Port Assessment on the Black Sea coast.

Pentagon Renovation Program

The Pentagon Renovation Program has a web page explaining future plans, current activity, as well as an historical overview. The page may be found at http://www.dtic.mil/pentagon_renovation/. (click here)

Assistance with Hurricane Georges

The North Atlantic Division is supporting clean-up efforts from Hurricane Georges. Almost 100 staff members helped with debris removal, electrical power, and supply of water and ice. They are providing administrative and logistical support necessary to carry out relief efforts in Mississippi, Alabama, and Puerto Rico. The duration of most of the tours is thirty days. Turnovers and requests for extensions are underway. Four individuals from NAD HQ are currently deployed for this effort. Stationed in Atlanta is Allene Oliver. Carmine Leone and Benny Hom are in Washington D.C., and Lucy Vargas is in Puerto Rico.

Seminars Attended on Dam Safety and Wind Loads

Dam Safety

Stacey Anastos, Dan Rodriquez, and John Kerkowski of NAD's Engineering Division participated in Philadelphia District's 44th Dam Safety Committee meeting held at Beltzville Dam on September 15, 1998 as part of NAD's oversight of the District Dam Safety Program. Items discussed included the Beltzville Tower monitoring program. Rodriquez said, "the Philadelphia District has a exemplary dam safety program with broad district support."



**Beltzville Lake Dam-
Lehigh and Monroe
Counties Pennsylvania**

Wind Loads for Buildings and Other Structures

On September 10 and 11, 1998, Stacey Anastos and Francisco Remache attended a seminar on Wind Loads sponsored by the American Society of Civil Engineers. This seminar provided a better understanding of publication ASCE 7-95, which is the criteria used by the Corps of Engineers for wind design. Anastos said, "ASCE seminars such as this one are an excellent way to maintain technical expertise. This particular seminar also provided a good review of basic wind engineering fundamentals. It gave us the opportunity to ask questions and discuss solutions with the experts who helped develop the national wind load standard."

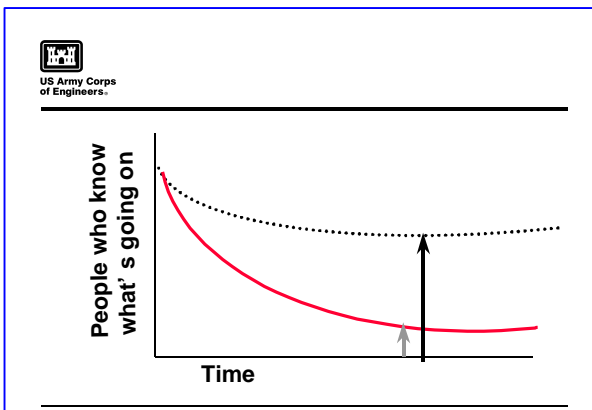
Commander's Column

by MG Jerry L. Sinn

Many of us manage resources. We manage money. We manage people. But we also must manage time, knowledge and information. We do very well designing and constructing projects. Funding is adequate for many activities.

However, managing knowledge and information presents some unique challenges.

Recently, the North Atlantic Division has gone through radical changes; changes that increase the complexity of our relationships. Let's apply a mathematical formula to the interrelationships within NAD. $C = N[2^2/2 + (N-1)]$. "C" equals the number of relationships and "N" equals the number of subordinates. When the Division had only four Districts, there were 44 possible interactions between the Division/District headquarters and the Districts with each other. Today, with the addition of New England and Europe Districts, that number has increased to 222.



The chart on the left shows that in the beginning of any project or activity, most staff members know what's going on. The red line reflects the common trend where over time only one in five may be able to discuss nuances or current status. The more relationships in an organization generally lead to a decrease in knowledge over time. Our goal is to meet the upper line by

developing and institutionalizing processes to share information with each other.

We made some recent changes to improve both relationships and knowledge. In one, our military construction responsibilities in the New England States were shifted to the geographic District—New England. The District Commander is only about an hour away from any customer and has a local team of over 550 members working on military projects in his area.

Relationships. Knowledge. Quality projects on time and within budget. Success.

Essayons!

USACE Short-wave Utility Stations - USACE Radio Frequency Management

The US Army Corps of Engineers maintains one fourth of the US Army's authorized radio frequency assignments. The Operations and Emergency Management, Rediness Support Office maintains records of the frequency for this area. There is a range of short-wave stations on VHF, UHF, Satellite, and

Microwave transmission as indicated below for NAD. The Corps utilizes the radio spectrum for mission essentials, safety of life, and to preserve the national resources. Some specific uses are: water control, land mobile radios, maritime mobile ships, fixed-point to-point systems, aeronautical mobile, data collection platform satellites, differential global positioning systems, international maritime satellites, hydro electric power plants, high frequency single sideband radios, and command and control communications.

North Atlantic Division

USACE Spectrum Utilization

	HF: Below 30 MHz	VHF: 30- 300 MHz	UHF: 300 MHz-1 GHz	Satellite: 401.7010 - 401.9980 MHz	Microwave: Above 1 GHz
CENAD	32	0	0	0	0
CENAE	27	93	0	58	32
CENAN	47	52	2	0	13
CENAP	41	22	22	19	6
CENAB	197	49	73	85	1
CENAO	48	17	0	10	2
TOTAL	392	233	97	172	54

EEO - Discrimination Complaints

Estelle Capowski, EEO Office NY District attended a seminar in September on how to avoid being named in a discrimination complaint. Capowski said, “an effective EEO program requires that managers be alert to potential areas of discrimination.” She said, “Managers must be sensitive to the attitudes and expectations of their employees.” The seminar stressed awareness and sensitivity with the goal of treating all employees in a fair and impartial manner.

Capowski listed THE TOP TEN MISTAKES SUPERVISORS MOST COMMONLY MAKE WITH EMPLOYEES. They are:

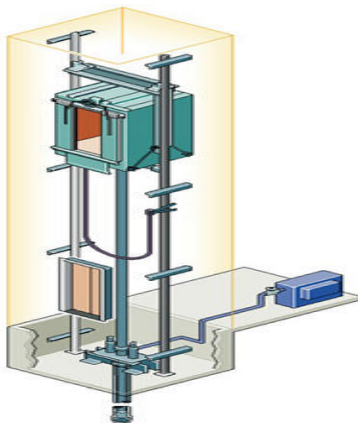
1. Failure to take the time to explain why change is occurring.

2. Failure to share the bad news early enough (RIFS etc).
 3. Failure to recognize employee accomplishments.
 4. Failure to make employees feel like they have a stake in the organizations success too.
 5. Failure to allow the employees the opportunity to fail (inflexibility).
 6. Failure to give employees informal constructive feedback during the rating process.
 7. Failure to deal with performance problems of other co-workers.
 8. Failure to respond to employee concerns about general workplace conditions.
 9. Failure to follow Merit Systems Principles (Engaging in Prohibited Personnel Practices).
 10. Failure to take individual employee EEO complaints/The Federal EEO Process seriously.
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Elevator Plans for Building 301 and 302

The contract for the Building 301 and 302 elevators was awarded to Element Construction Company of Oakhurst, New Jersey on September 30, 1998. Work is scheduled to begin in the next few weeks and should be completed in about six months.

This drawing shows a typical hydraulic elevator that is used for low-rise buildings. This elevator is appropriate for low-rise structures like Buildings 301 and 302. The elevator car moves at 150 feet per minute. It is connected to the top of a piston that moves up and down in a cylinder. A hydraulic valve controls movement. As hydraulic fluid is pumped into the cylinder the car rises; as fluid returns to the reservoir the car lowers.



Otis Elevator

New Jersey Cub Scouts visit Fort Hamilton



Nine Webelos Cub Scouts from Edison, New Jersey Pack 220 (East Brunswick Den) visited Fort Hamilton September 26. They toured the museum, visited the Reserve Center and climbed on 5-ton and 2 ½ ton trucks-marched in formation and dined with Colonel George Clarke, Deputy Commander of the Corps of Engineers' North Atlantic Division. One of the Webelos, Matthew Lipsky said, "This was the best outing we ever had."

**Reserve Major Greg Seremetis,
Unit Movement Team Leader
(1179th USA Deployment Support
Brigade) demonstrates protective
gas masks.**

Holiday Party Plans begin

Rose Johnston, Dan Rodriguez, Darryl Lowery and other Corps employees started planning the staff holiday party to be held at Prima Pasta & Café, 9110 Fourth Avenue (between 91st and 92nd Streets) on December 18, 1998. The menu will be hot antipasto, choice of salad, choice of 3 pastas, choice of chicken, veal, or fish, unlimited house wine, draft beer, soda, coffee, tea Cappuccino and Espresso, and cake. Price is \$34.00 per person (tax and gratuities included) Contact Dan Rodriguez (491-8739) or Rose Johnston (491-8736). Retirees may pay cash at the door. Restaurant is accessible to disabled individuals.

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